



# Media Release

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## ANZ doubles paid maternity leave to 12 weeks

ANZ today announced an innovative parental leave package designed to attract and retain female employees by supporting greater balance between work and home life.

Key elements of the parental leave package introduced for Australian staff today are:

- a doubling of paid parental leave to 12 weeks from 6 weeks
- employee choice for parental leave payments either:
  - lump sum payment upfront
  - leave allowance over 12 weeks
  - half-pay over a 24-week period
- benefits are available to all staff without a qualifying service period
- available to the primary care-giver (whether male or female)
- initiatives to help those on parental leave to keep in touch with the workplace and to assist them with the transition back to work.

ANZ Head of People Capital Mr Shane Freeman said the parental leave package was designed to attract and retain more female talent by assisting them in balancing their work and home life.

“We want to make it easier for our staff to take time out during this important period in their lives,” Mr Freeman said.

“The majority of our people who take parental leave are women and this initiative recognises there is a strong business imperative to more actively support and encourage talented women to return to ANZ after their leave,” he said.

The new parental leave package follows the development of a range of other family-friendly initiatives for ANZ employees in recent years including:

- priority access to childcare places with salary sacrificing available for childcare payments
- flexible work practices such as job sharing, telecommuting and flexible hours
- part-time work eligibility for full-time employees who are pregnant or caring for a child under the age of five.

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